


EQUALITY IMPACT ASSESSMENT – PLAN FOR HOMES 4 CABINET REPORT

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Neil Mawson	Department and service:	Housing and Regeneration, Strategic Planning and Infrastructure	Date of assessment:	22/2/24
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard	Signature:		Approval date:	23.02.2024
Overview:	<p>The Plan for Homes 4 initiative continues the Plan for Homes programme that has been in operation for 10 years and sets out our commitment as a Council to enable and directly provide increased delivery of quality new homes, to support the regeneration, improvement, and energy efficiency of existing homes of all tenures. Working with a range of partners we aim to meet our key housing challenges and provide for a range of housing needs, particularly addressing the increase in homelessness and use of temporary accommodation.</p> <p>Plan for Homes 4 sets out six themes of housing activity to increase supply: affordable housing; market housing; private rented housing; supported and specialist housing; partnerships; with a cross cutting theme of climate action.</p>				
Decision required:	For Cabinet to approve the Plan for Homes 4 initiative to run between 2024 and 2029				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
Potential internal impacts:	Yes		No	x

Does the proposal have the potential to negatively impact Plymouth City Council employees?				
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	x	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over. <p>England</p>	<p>No adverse impacts are expected. It is expected that older people will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.</p>	N/A	<p>2024-2029</p> <p>SP+I and Community Connections</p>

	<ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>No adverse impacts are expected. It is expected that care experienced individuals will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.</p>	N/A	<p>2024-2029</p> <p>SP+I and Community Connections</p>
<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p>	<p>No adverse impacts are expected. It is expected that disabled residents will benefit</p>	N/A	<p>2024-2029</p>

	12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city. Specifically Plan for Homes 4 will also increase the number of new adapted homes for those with mobility issues, as well as providing more affordable and safe homes for those in need of specialist and supported housing		SP+I and Community Connections
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impacts are expected. It is expected that residents with gender reassignments will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.	N/A	2024-2029 SP+I and Community Connections
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil	No adverse impacts are expected. It is expected that residents who have not married or have married or are in a civil partnership will benefit from the Plan for Homes 4 initiative, by increasing access to new, high	N/A	2024-2029 SP+I and Community Connections

	partnerships with the opposite sex (2021 Census).	quality affordable housing, or by improving existing social and private sector housing in the city.		
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impacts are expected. It is expected that pregnant women will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.	N/A	2024-2029 SP+I and Community Connections
Race	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).	No adverse impacts are expected. It is expected that residents from all races will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.	N/A	2024-2029 SP+I and Community Connections
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).	No adverse impacts are expected. It is expected that residents from all religions and none will benefit from the Plan for Homes 4	N/A	2024-2029 SP+I and Community Connections

	Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).	initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are expected. It is expected that residents from either gender will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.	N/A	2024-2029 SP+I and Community Connections
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impacts are expected. It is expected that residents who identify as either LGBTQI+ or heterosexual will benefit from the Plan for Homes 4 initiative, by increasing access to new, high quality affordable housing, or by improving existing social and private sector housing in the city.	N/A	2024-2029 SP+I and Community Connections

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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	There are no obvious Human Rights implications from Plan for Homes 4, apart from that the outcomes from the 10 strategic initiatives will increase the access to good quality affordable housing in Plymouth, which is a benefit in Human Rights terms for residents living in the city.	N/A	2024-2029 SP+I and Community Connections
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SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	Providing specialist, supported and general needs housing to meet the needs of a wide range of resident, including those with physical and learning disabilities will help ensure that Plymouth become a more welcoming place promoting equal opportunities for groups with protected characteristics and those without.	N/A	2024-2029 SP+I and Community Connections
Pay equality for women, and staff with disabilities in our workforce.	No implications	N/A	N/A
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No implications	N/A	N/A
Supporting victims of hate crime so they feel confident to report incidents, and working with, and	No implications	N/A	N/A

through our partner organisations to achieve positive outcomes.			
Plymouth is a city where people from different backgrounds get along well.	Having better access to more affordable, supported, specialist and high quality housing that is energy efficient and therefore has lower running costs should help Plymouth become a city where people from different backgrounds get along well.	N/A	SP+I and Community Connections